

GROUP SUSTAINABILITY POLICY



Gem Diamonds adopts sustainability as a business strategy that creates long-term shareholder and stakeholder value by embracing opportunities and managing risks derived from economic, environmental, and social developments. This overarching view drives our health and safety, environmental, climate change, energy, decarbonisation, water and social responsibility policies and is applicable to Gem Diamonds and its subsidiaries.

We are committed to:

- Complying with all relevant legislation and governance requirements.
- Conducting our business in line with our Code of Ethics and enforcing a zero-tolerance approach to all forms of corruption in accordance with our Anti-Bribery and Corruption Policy.
- Promoting inclusivity and diversity in our workforce in line with our Diversity Policy and Human Resource Standards.
- Ensuring that no discriminatory conduct, harassment, forced labour or child labour occurs in the workplace, in line with our Human Rights Policy and Modern Slavery Statement.
- Identifying and analysing sustainability risks and opportunities facing our business and continually integrating consideration for sustainability performance into our strategic decision-making processes and business activities.
- Creating a culture of zero harm and responsible care for our people, stakeholders, and the environment to deliver a lasting positive legacy for all stakeholders.
- Contributing to the sustainable socio-economic well-being of the communities around which we operate.
- Seeking to avoid, minimise, and mitigate impacts on the natural environment.
- Providing leadership to create and promote active employee training and participation in a culture of zero harm and responsible care.
- Ensuring employees and contractors have the required knowledge and skills to safely perform their duties.
- Fostering open and respectful dialogue, throughout the mining cycle, with the communities around which we operate.
- Implementing a formal management procedure to respond to and investigate stakeholder grievances.
- Being an active participant in the sustainable creation of economic and social prosperity and well-being for stakeholders.
- Supporting local socio-economic development through the procurement of goods and services from local communities where appropriate.
- Managing biodiversity, sensitive environments, land use and site remediation to protect the environment across all stages of development.
- Regularly engaging with all stakeholders to improve understanding, promote constructive interaction and seek solutions to common social challenges.
- Providing a working environment built on respect, fair labour practices and decent working conditions.
- Reporting sustainability-related risks and performance publicly through the annual Sustainability Report and to the Gem Diamonds Limited Board through the Sustainability Sub-Committee.

We fulfil our commitment by:

- Developing, implementing, and maintaining appropriate sustainability policies, systems and programmes across all stages of project and mine development.
- Regularly auditing and reviewing the implementation and effectiveness of our policies and programmes aimed at achieving sustainability.

This policy is to be applied across the Group and should be read in conjunction with other relevant sustainability policies.